

1 IN THE CLAIMS

2 Please amend the claims as follows:

3

4 --40. (Amended) A method for providing a store compensation system
5 using network-based computer software applications to integrate and
6 manipulate employee payroll and human resource information to
7 determine and monitor employee compensation for [single or] multi-
8 location companies, wherein said method comprises the steps of:

9 inputting employment data into a computer system for at

10 least one employee;

11 recording sales transaction data in a computer system

12 for said employee;

13 uploading said transaction data to a central database;

14 calculating compensation due to said employee based on

15 said transaction data;

16 recalculating said compensation at predetermined times;

17 and

18 providing said compensation due at predetermined times

19 for display;

20 wherein said computer system stores said transaction data

21 and performs said calculating; and

22 wherein said central database performs said recalculating to

23 determine accuracy of said compensation.

24

1 41. (Amended) A method according to claim 40, wherein said method
2 further comprises the step of:

3 using said employee data for each said employee to
4 create a plan for compensating each said employee.
5

6 42. (Original) A method according to claim 41, wherein creating
7 said compensation plan comprises the steps of:

8 determining business labor rules;
9 establishing relationships for said transaction data to
10 calculate commission earnings;
11 establishing overtime parameters; and
12 establishing commission earnings parameters for each
13 said transaction data.
14

15 43. (Original) A method according to claim 42, wherein said
16 establishing commission parameters comprises the steps of:

17 selecting commission plan detail from a setup menu;
18 selecting parameters for a plurality of commissions and
19 incentives;
20 selecting restrictions for each said commission
21 parameter;
22 identifying sales transactions;
23 determining the quantity of said sales transactions; and
24 computing said commission.

1 44. (Original) A method according to claim 42, wherein said
2 establishing relationships comprises the steps of:

3 configuring merchandise departments;
4 grouping said departments in clusters; and
5 assigning values to each of said clusters.

6
7 45. (Original) A method according to claim 44, wherein said
8 configuring comprises the steps of:

9 selecting a department [company] to which said
10 transaction data applies;
11 selecting a description of said merchandise associated
12 with said transaction data;
13 selecting a commission code for said merchandise; and
14 determining commission eligibility of said merchandise;
15 wherein said commission code corresponds to commission type
16 for said merchandise, and
17 wherein said determining commission eligibility fixes said
18 compensation calculations.

1 46. (Original) A method according to claim 40, wherein said
2 inputting comprises the steps of:

3 selecting setup from a main menu;

4 selecting a compensation plan;

5 selecting to add employee data;

6 inputting a code corresponding to a location for said

7 employee;

8 inputting a job function code;

9 inputting a compensation state type code; and

10 inputting a compensation geographic area.
11

12 47. (Amended) A method according to claim 40, wherein said
13 recalculating occurs at least [two times per week] biweekly.
14

15 48. (Original) A method according to claim 40, wherein said
16 recalculating comprises the step of:

17 comparing said calculated compensation with historical

18 compensation for said employee to determine if said

19 calculated compensation is consistent with said

20 historical compensation.
21
22
23
24

1 49. (Original) A method according to claim 40, wherein said
2 calculating compensation comprises the step of:

3 polling said transaction data.
4

5 50. (Amended) A method according to claim 40, wherein said
6 recalculating compensation further comprises the step of:

7 adjusting said calculated earnings; and
8 recalculating said calculated earnings.
9

10 51. (Original) A method according to claim 40, wherein changes
11 calculating compensation may be made manually.
12

13 52. (Original) A method according to claim 40, wherein said method
14 further comprises the steps of:

15 inputting employee hours into said computer system;

16 loading a sales history table from said computer system;

17 determining a pay period for said sales transaction
18 data;

19 inserting said sales transaction data and historical

20 sales transaction data into an employee

21 recalculation table;

22 performing said recalculating; and

23 inserting said sales transaction data into said sales
24 history table.

1 53. (Original) A method according to claim 40, wherein said
2 display is via a monitor.

3
4 54. (Original) A method according to claim 40, wherein said
5 display is via a printed report.

6
7 55. (Amended) A system for calculating employee compensation,
8 wherein said system comprises:

9 means for inputting employee data into a central
10 database;

11 means for inputting transaction data into said central
12 database;

13 means for creating a compensation plan for each
14 employee; [and]

15 means for generating an employee job table from said
16 employee data and said transaction data; and

17 means for calculating compensation due to said employee;
18 means for recalculating compensation at predetermined
19 times;

20 wherein said means for creating uses said employee data and
21 said transaction data input into the system to create
22 said compensation plan; and

23 wherein said system uses said compensation plan to calculate
24 said compensation.

1 56. (Original) A system according to claim 55, wherein said
2 compensation plan comprises incentives.

3

4 57. (Original) A system according to claim 56, wherein said
5 incentives are established on the basis of quantity sold.

6

7 58. (Original) A system according to claim 56, wherein said
8 incentives are established by selecting a department group, an
9 earnings code, a type of sale, a type of incentive program, a
10 sequence number, and a commission percentage corresponding to an
11 appropriate sales volume and price.

12

13 59. (Original) A system according to claim 58, wherein said
14 commission percentage is dependent on said sales volume.--

15

16

17

18

19

20

21

22

23

24